General Services Administration
Federal Supply Service
Authorized
Federal Supply Schedule
Price List

Professional Engineering Services (PES) Contract

Federal Supply Group: **871**

Federal Supply Class: **520**

Contract Number: **GS-23F-0081L**

Option Period: **January 4, 2001 – January 4, 2016**

SYS Business Size: **Large**

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!™, a menu-driven database system.

GSA Advantage!™ on the World Wide Web — www.gsa.gov

Kratos Technology & Training Solutions, Inc.

(KTTS)

Updated through Modification PO-0011 approved June 12 2013.

www.kratosdefense.com

Contents

KTTS Overview

For over thirty years, KTTS has provided quality engineering and logistics support services to government and commercial customers. These services range from concept formulation and development for new systems and capabilities, to life cycle support of in-service systems. KTTS has always risen to the challenge of new and evolving technology, techniques and capabilities to meet our customers' needs. Our General Services Administration (GSA) Professional Engineering Services (PES) Schedule contract for planning; development and analysis; design, engineering and integration; test and evaluation; and integrated logistics support, acquisition and life cycle management is the latest addition to our government contracting vehicles.

Our engineering and logistics management expertise has evolved in response to our customers' requirements. This expertise is central to the broad range of management, engineering and logistics support we provide. Some of our work experience includes concept studies, feasibility studies, systems and equipment design, prototype procurement, test development and evaluation, system installation design and installation support, integrated logistics support development and life-cycle support.

These services are routinely performed at our own facilities, at our customer facilities and at industrial complexes worldwide. Services range from highly abstract concept development with program implementation cost and time estimates to hands-on support for in-service systems wherever they may be located.

KTTS has been and continues to be under contract to provide professional engineering services to the U.S. Navy to support program managers in engineering and logistics development and support of weapons systems, combat systems and sub-systems such as radar, launcher and communications systems. We also continue long term support of the development, implementation and life cycle support of shipboard materials handling and replenishment systems.

The complexity of the electronic, electrical and mechanical systems we develop and support requires us to maintain a workforce with broad systems engineering and logistics capabilities and up-to-date skills. Our personnel have the required education, training, experience and skills to provide quality products in a cost effective and timely manner.

Our C4I Division provides top level system engineering, effects based planning capability development; program management and business development support; organizational management support; advanced concept development, test and evaluation; C4ISR system architecture design; information operations capabilities and numerous related Special Compartmented Information (SCI) efforts. The initial customer base includes SPAWAR Systems Center San Diego, Boeing Phatomworks, Program Executive Office Strike Weapons and Unmanned Aviation. The Division personnel work closely with other services and Joint Agencies as well as with Office of Naval Research, Defense Advanced Research Program Agency, ASN RD&A, OPNAV, Naval Warfare Development Center (NWDC), Joint Battle Center (JBC), and Battelle Labs.

As your requirements develop for engineering and logistics support, consider the use of this GSA PES contract. We are always available to provide specific information concerning our background, skills and capabilities that may meet your needs.

For more information about KTTS, refer to our web site at kratosdefense.com.

Customer Information

1a.   Special Item Numbers: (Detailed description of SIN starts on page 7.)

        SIN 871-1 Strategic Planning for Technology Programs/Activities

        SIN 871-2 Concept Development and Requirements Analysis

        SIN 871-3 System Design, Engineering and Integration

        SIN 871-4 Test and Evaluation

        SIN 871-5 Integrated Logistics Support

        SIN 871-6 Acquisition and Life Cycle Management

1b.   See price list beginning on page 10

2.   Maximum Order: $ 1,000,000.00 (Agencies are authorized to order in excess of this amount, but may seek a price reduction for orders placed over this amount.)

3.   Minimum Order: $ 100

4.   Geographic Coverage: National

5.   Points of Production: Oxnard and San Diego, California and Arlington, Virginia

6.   Discount from list prices or
       Statement of Net Price: Government customers receive 10% discount on all Commercial Prices.

7.   Quantity Discounts: None

8.   Prompt Payment Terms: Net 30 days

9a.   Government Commercial
       Credit Card is Accepted: Yes

9b.   Discount of payment by Government
       Commercial Credit Card: None

10.   Foreign Items: None

11a. Time of Delivery: Determined by individual order

11b. Expedited Delivery: N/A

11c. Overnight and 2-Day Delivery: N/A

11d. Urgent Requirements: N/A

12. F.O.B. Points: Destination

13. Ordering Address: Kratos Technology & Training Solutions, Inc.
   POC: Michael W. Fink   4820 Eastgate Mall
   Michael.fink@kratosdefense.com   San Diego CA 92121-1977
                                      (858) 812-7300

14. Payment Address: Kratos Technology & Training Solutions, Inc.
   POC: Louise Fern   4820 Eastgate Mall
   louise.fern@kratosdefense.com   San Diego CA 92121-1977

KTTS will exercise due professional care and competence in the
performance of services provided.

16. Export Packing Charge: N/A

17. Terms and Conditions of Government Commercial Credit Card Acceptance: Net 30 days

Description of Special Item Numbers (SINs) for Professional Engineering Services

1.   SIN 871-1: Strategic Planning for Technology Programs and/or Activities: Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as, projects, systems, missions, etc., and the objectives and approaches to their achievement. Examples include but are not limited to: evaluation and preliminary definition of new and/or improved performance goals for navigation satellites, useful service life, accuracy and resistance to natural and man-made electronic interference.

2.   SIN 871-2: Concept Development and Requirements Analysis: Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development or enhancement of high level general performance specifications of a system, project, mission or activity. Examples include but are not limited to: development and analysis of the total mission profile and life cycle of the improved satellite including examination of performance and cost tradeoffs.

3. SIN 871-3: System Design, Engineering and Integration: Services required under this SIN involve the translation of a system concept into a preliminary and detailed design, performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Examples include but are not limited to: navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package, performance will be computer simulated and a working model will be built for testing and design verification.

4.   SIN 871-4: Test and Evaluation: Services required under this SIN involves the application of various techniques demonstrating that a prototype system performs in accordance with the objectives outlined in the original design. Examples include but are not limited to: navigation satellite working model will be subjected to a series of tests which may simulate and ultimately duplicate its operation environment.

5.   SIN 871-5: Integrated Logistics Support: Services required under this SIN involve the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. Examples include but are not limited to: full range of life cycle logistics support for the navigation satellite will be identified and designed in this stage including training, operation and maintenance requirements, and replacement procedures.

6.   SIN 871-6: Acquisition and Life Cycle Management: Services required under this SIN involve all of the planning, budgetary, contract and systems/ program management functions required to procure and/or produce, render operational, and provide life cycle support to technology-based systems, activities, subsystems, projects, etc. Examples include but are not limited to: during this stage the actual manufacturing, launch, and performance monitoring of the navigation satellite will be assisted through project management, configuration management, reliability analysis, engineering retrofit improvements and similar functions.

Ordering Instructions and Guidelines

Getting Started: When you determine that outside assistance may be needed, your project manager should work closely with the agency procurement office to develop a statement of work (SOW). Your procurement office should then request proposals or expressions of interest from a minimum of three Professional Engineering Services (PES) contractors. A listing of these contractors is available on the GSA Web Site at www.gsa.gov. Further formal competition to determine a vendor's technical capabilities is not required because GSA has already determined that Schedule holders are qualified to perform the services.

Issuing a Delivery Order: Establishing a delivery order under the PES is relatively simple and can usually be accomplished quickly (within a few days). Your activity through the agency procurement office issues a delivery order directly to the contractor for the required services based on the SOW. Selection of the contractor must be based on one of the following approaches, before the delivery order may be issued:

1. Contact and/or review the catalogs of at least three PES firms, or

2. Request oral proposals from at least three PES firms, or

3. Request written proposals from at least three PES firms.

Federal Acquisition Regulations (FAR) Part 13 does not apply when agency requirements are satisfied through a Federal Supply System and ordering activities are not required to seek full and open competition, synopsize the requirement, or make a determination of fair and reasonable pricing. This process has already been accomplished for you. GSA does not prescribe a particular delivery order method; however, you must specify the type of services required, delivery time(s), and a task order pricing method (using either fixed price or labor hour pricing).

Establishing a Blanket Purchase Agreement: If you anticipate a repetitive need for services, you may wish to establish a Blanket Purchase Agreement (BPA). BPAs can be established for your activity only, or they may be established agency-wide. The BPA is particularly useful when ordering activities wish to purchase a wide range of consulting services, but the exact items and delivery requirements are not known in advance and may vary considerably from order to order. BPAs may be established directly with PES contractors. FAR Part 13, Subpart 13.202 (c) (3) specifically addresses establishing BPAs with PES contractors.

KTTS Point of Contact:

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Corporate Office
Michael W. Fink
Vice President – Contracts
4810 Eastgate Mall
San Diego CA 92121-1977
Michael.fink@kratosdefense.com
(858) 812-7300

Price Format for Options, GS-23F-0081L, KTTS

SINs and PEDs					
SINs 871-1 through 871-6 and 871-1RC through 871-6RC					
PEDs: ME and EE	**Year 11**	**Year 12**	**Year 13**	**Year 14**	**Year 15**
	1/4/2011	**1/5/2012**	**1/5/2013**	**1/4/2014**	**1/4/2015**
	to	**to**	**to**	**to**	**to**
Labor Category	**1/4/2012**	**1/4/2013**	**1/4/2014**	**1/4/2015**	**1/4/2016**
Sr Program Manager	$112.89	$116.50	$120.23	$124.07	$128.04
Program Manager	$100.05	$103.25	$106.55	$109.96	$113.48
Sr Project Manager	$94.00	$97.01	$100.11	$103.32	$106.62
Project Manager	$73.18	$75.53	$77.94	$80.44	$83.01
Jr Project Manager	$63.38	$65.41	$67.50	$69.66	$71.89
Sr Ops Research Analyst	$149.02	$153.79	$158.71	$163.79	$169.03
Ops Research Analyst	$87.95	$90.77	$93.67	$96.67	$99.76
Sr Bus Process Engineer	$107.43	$110.86	$114.41	$118.07	$121.85
Business Process Engineer	$95.35	$98.40	$101.55	$104.80	$108.16
Jr Bus Process Engineer	$80.57	$83.15	$85.81	$88.56	$91.39
Sr Sys Engineer Analyst	$159.62	$164.73	$170.00	$175.44	$181.05
Systems Engr/Analyst	$92.65	$95.61	$98.67	$101.83	$105.09
Jr Systems Engr Analyst	$68.49	$70.68	$72.94	$75.27	$77.68
Sr Elec/Electronics Engineer	$110.12	$113.64	$117.28	$121.03	$124.91
Elec/Electronics Engineer	$102.16	$105.43	$108.81	$112.29	$115.88
Jr Elec/Electronics Engineer	$78.56	$81.07	$83.67	$86.35	$89.11
Mechanical Engineer	$92.65	$95.61	$98.67	$101.83	$105.09
Sr Mechanical Engineer	$102.16	$105.43	$108.81	$112.29	$115.88
Jr Mechanical Engineer	$67.80	$69.97	$72.20	$74.51	$76.90
Naval Architect	$153.24	$158.14	$163.20	$168.43	$173.82
Sub Matter Expert Con	$177.03	$182.69	$188.54	$194.57	$200.80
Sr. Test & Certif Engineer	$92.65	$95.61	$98.67	$101.83	$105.09
Test & Certification Engineer	$73.18	$75.53	$77.94	$80.44	$83.01

Jr. Test & Certif Engineer	$66.33	$68.45	$70.64	$72.90	$75.24
Sr. Field Engineer	$78.83	$81.35	$83.95	$86.64	$89.41
Field Engineer	$67.07	$69.22	$71.43	$73.72	$76.08
Jr. Field Engineer	$51.02	$52.66	$54.34	$56.08	$57.88
Sr. Technician	$85.94	$88.69	$91.53	$94.46	$97.48
Technician	$68.14	$70.32	$72.57	$74.89	$77.29
Jr Technician	$47.14	$48.65	$50.21	$51.82	$53.47
Sr Prog/Project Analyst	$111.72	$115.30	$118.98	$122.79	$126.72
Prog/Project Analyst	$76.95	$79.41	$81.95	$84.58	$87.28
Jr. Prog/Project Analyst	$95.77	$98.84	$102.00	$105.27	$108.64
Sr. Logistics Engr/Analyst	$112.98	$116.59	$120.33	$124.18	$128.15
Logistics Engr/Analyst	$94.00	$97.01	$100.11	$103.32	$106.62
Jr. Logistics Engr/Analyst	$76.55	$79.00	$81.53	$84.13	$86.83
Sr Training Spec/Analyst	$95.35	$98.40	$101.55	$104.80	$108.16
Training Spec/Analyst	$63.38	$65.41	$67.50	$69.66	$71.89
Jr. Training Spec/Analyst	$49.01	$50.58	$52.20	$53.87	$55.59
Sr. Config Mgmt Specialist	$100.71	$103.93	$107.26	$110.69	$114.23
Config Mgmt Specialist	$76.55	$79.00	$81.53	$84.13	$86.83
Jr. Config Mgmt Specialist	$68.49	$70.68	$72.94	$75.27	$77.68
Group Facilitation Specialist	$110.12	$113.64	$117.28	$121.03	$124.91
Sr Network Engineer	$159.62	$164.73	$170.00	$175.44	$181.05
Network Engineer	$107.43	$110.86	$114.41	$118.07	$121.85
Jr Network Engineer	$63.85	$65.90	$68.01	$70.18	$72.43
Sr Software Engineer	$107.43	$110.86	$114.41	$118.07	$121.85
Software Engineer	$89.39	$92.25	$95.20	$98.25	$101.39
Jr. Software Engineer	$83.01	$85.66	$88.41	$91.23	$94.15
Sr. documentationSpecialist	$75.20	$77.60	$80.09	$82.65	$85.29
Documentation Specialist	$67.15	$69.29	$71.51	$73.80	$76.16
Jr Documentation Specialist	$49.01	$50.58	$52.20	$53.87	$55.59

Sr Designer	$78.56	$81.07	$83.67	$86.35	$89.11
Designer	$51.02	$52.66	$54.34	$56.08	$57.88
Sr Graphics Artist Illustrator	$100.48	$103.69	$107.01	$110.43	$113.97
Graphics Artist Illustrator	$76.55	$79.00	$81.53	$84.13	$86.83
Jr Graphics Artist Illustrtor	$48.07	$49.61	$51.20	$52.84	$54.53
Sr Administrative Assistant	$67.81	$69.98	$72.22	$74.53	$76.91
Administrative Assistant	$60.05	$61.97	$63.95	$66.00	$68.11
Jr Administrative Assistant	$40.28	$41.57	$42.90	$44.27	$45.69
Sr Clerical	$37.60	$38.80	$40.04	$41.32	$42.65
Clerical	$32.22	$33.25	$34.32	$35.41	$36.55
Jr Clerical	$26.85	$27.71	$28.60	$29.52	$30.46
C4ISR Program Manager	$177.03	$182.69	$188.54	$194.57	$200.80
C4ISR System Engineer	$177.03	$182.69	$188.54	$194.57	$200.80
C4ISR Principal Engineer	$177.87	$183.56	$189.43	$195.50	$201.75
C4ISR Facilities Manager	$129.56	$133.70	$137.98	$142.40	$146.96
C4ISR Project Manager	$148.73	$153.49	$158.40	$163.47	$168.70
C4ISR Network Engineer	$90.72	$93.62	$96.62	$99.71	$102.90
C4ISR Sr Scientist	$177.03	$182.69	$188.54	$194.57	$200.80
C4ISR Sr Software Engineer	$148.73	$153.49	$158.40	$163.47	$168.70
C4ISR Systems Analyst	$146.22	$150.90	$155.72	$160.71	$165.85
C4ISR Data Mgt Specialist	$40.21	$41.50	$42.82	$44.19	$45.61

THE SERVICE CONTRACT ACT (SCA) IS APPLICABLE TO THIS CONTRACT AS IT APPLIES TO THE ENTIRE PROFESSIONAL ENGINEERING SERVICES (PES) SCHEDULE AND ALL SERVICES PROVIDED. WHILE NO SPECIFIC LABOR CATEGORIES HAVE BEEN IDENTIFIED AS BEING SUBJECT TO SCA DUE TO EXEMPTIONS FOR PROFESSIONAL EMPLOYEES (FAR 22.1101, 22.1102 AND 29 CRF 541.300), THIS CONTRACT STILL MAINTAINS THE PROVISIONS AND PROTECTIONS FOR SCA ELIGIBLE LABOR CATEGORIES. IF AND / OR WHEN THE CONTRACTOR ADDS SCA LABOR CATEGORIES / EMPLOYEES TO THE CONTRACT THROUGH THE MODIFICATION PROCESS, THE CONTRACTOR MUST INFORM THE CONTRACTING OFFICER AND ESTABLISH A ACA MATRIX IDENTIFYING THE GSA LABOR CATEGORY TITLES, THE OCCUPATIONAL CODE, SCA LABOR CATEGORY TITLES AND THE APPLICABLE WD NUMBER. FAILURE TODO SO MAY RESULT IN CANCELLATION OF THE CONTRACT.

LABOR CATEGORY DESCRIPTIONS

NOTE: 2 years of relevant work experience is considered equivalent to 1 year of college for all labor categories with a college or college equivalency requirement.

Program Manager

Senior Program Manager

Functional Responsibility: Leads and direct program management activities for a major engineering/technology applications field. Manages multiple program/projects, commits company resources, and serves as primary interface with customer leadership for single, complex projects with multiple tasks. Provides technical and administrative program management. Plans, directs, and coordinates multiple program technical activities to ensure most effective use of company resources to meet cost, schedule and performance objective of all programs. Manages multiple program administrative activities to ensure company performance is in accordance with contract terms and conditions.

Minimum/General Experience: 15 years in planning, directing, and coordinating the work activities of technical and management personnel involving all aspects of a program, including at least 3 years managing large, complex programs.

Minimum Education: Bachelor's degree in a technical, business, or engineering discipline or equivalent work experience.

Program Manager

Functional Responsibility: Manages large, complex programs, commits company resources, and serves as primary interface with customer program management counterparts. Provides technical and administrative program management. Plans, directs, and coordinates program technical activities to ensure that program goals are accomplished in accordance with cost, schedule and performance objectives and prescribed priorities. Manages program administrative activities to ensure that company performance is in accordance with contract terms and conditions. Ensures administrative reporting is accurate and completed in a timely manner.

Minimum/General Experience: 7 years in planning, directing, and coordinating the work activities of technical and management personnel involving all aspects of a program, including at least 3 years managing complex programs.

Minimum Education: Bachelor's degree in a technical, business, or engineering discipline or equivalent work experience.

Project Manager

Senior Project Manager

Functional Responsibility: Leads and directs multiple engineering projects. Provides technical and administrative oversight of project management. Plans, directs, and coordinates multiple project technical activities to ensure that goals and objectives are accomplished in accordance with cost, schedule and performance objectives and prescribed priorities.
Minimum/General Experience: 15 years in planning, directing, and coordinating the work activities of technical and management personnel involving all aspects of a project.

Minimum Education: Bachelor's degree in a technical, business, or engineering discipline or equivalent work experience.

Project Manager

Functional Responsibility: Provides technical and administrative project management. Plans, directs, and coordinates project technical activities to ensure that goals and objectives are accomplished in accordance with cost, schedule and performance objective sand prescribed priorities.

Minimum/General Experience: 7 years experience in planning, directing, and coordinating the work activities of technical and management personnel involving all aspects of a project.

Minimum Education: Bachelor's degree in a technical, business, or engineering discipline or equivalent work experience.

Junior Project Manager

Functional Responsibility: Participates in technical and administrative project management. Assists with planning, direction, and coordination of project technical activities to ensure that goals and objectives are accomplished in accordance with cost, schedule and performance objective sand prescribed priorities.

Minimum Education: Bachelor's degree in a technical and administrative project management. Assists with planning, direction, and coordination of project technical activities to ensure that goals and objectives are accomplished in accordance with cost, schedule and performance objectives and prescribed priorities.

Minimum Education: Bachelor's degree in a technical, business, or engineering discipline or equivalent work experience.

Operations Research Analyst

Senior Operations Research Analyst

Functional Responsibility: Directs and./or independently performs complex operations research projects. Direct and/or gathers relevant data to be analyzed, deconstructs the problem into its component parts, relates information relevant to each component part, and selects the most appropriate analytical technique (e.g., constructing a mathematical model). Analyzes relationships that determine the probable future consequences of decision choices, and devises appropriate measures of effectiveness to evaluate relative merits of alternative actions. Presents results and recommendations to customer senior management and/or technical personnel. Works with the customer to implement the selected solution.

Minimum/General Experience: 10 years in operations research/analysis demonstrating the ability to perform analysis in support of high-order engineering and systems related requirements. Demonstrated leadership skills for planning, organizing, leading, and controlling the cost/technical/schedule activities. Experience shall include application of mathematical models to real world problems, development of mathematical models as aids for engineering decision making, application of state-of-the-art computer models to business decision processes.

Minimum Education: Bachelor's degree in appropriate engineering, mathematics, physics, computer science or operations research.

Operations Research Analyst

Functional Responsibility: Works independently or participates in complex operations research projects. Gathers relevant data to be analyzed, deconstructs to problem into its component parks and relates information relevance to each component park, and recommends most appropriate analytical technique. Analyzes relationships that determine the probable future consequences of decision choices, and devises appropriate

measures of effectiveness to evaluate relative merits of alternative actions. Presents results and recommendations to customer personnel. Supports the customer with implementation of selected solution.

Minimum/General Experience: 3 years experience in operations research/analysis demonstrating the ability to perform analysis in support of engineering and systems related requirements.   Experience shall include application of mathematical models to real world problems, development of mathematical models as aids for engineering decisions making, applications of state-of-the-art computer models to business decision processes.

Minimum Education: Bachelor's degree in appropriate engineering, mathematics, physics, computer science or operations research.

Business Process Engineer

Senior Business Process Engineer

Functional Responsibility: Directs and/or independently performs complex Business Process Reengineering (BPR) projects. Works with senior customer personnel for determination of business requirements and standards, process owners, domain strategies, and measures of effectiveness for those strategies. Applies knowledge related to the business discipline, the specialized language of the subject matter, and business domain idiosyncrasies. Identifies process subgroup boundaries, all internal and external customers, suppliers, and other factors. Establishes measurement criteria for all inputs and outputs, subgroups, and end products. Collects data required to make measurements, selects media for collecting process data and determining its scope, and defines tools to measure business process efficiency and effectiveness.

Minimum/General Experience: 10 years in principal/lead business process engineering positions demonstrating the ability to perform high order business process engineering requirements. Experience includes improving delivery of service to customers thought fundamentally rethinking and redesigning current business activities and processes to achieve dramatic improvements in cost, quality, timeliness and customer service. Experience with enterprise engineering, including the application and use of the Integrated Definition (IDEF) methodology.

Minimum Education: Bachelor's degree in a business administration, related fields or equivalent.

Business Process Engineer

Functional Responsibility: Works independently or participates in complex Business Process Reengineering (BPR) projects. Works with customer personnel for determination of business requirements and standards, process owners, domain strategies, and measures of effectiveness for those strategies. Applies knowledge related to the business discipline, the specialized language of the subject matter, and business domain idiosyncrasies. Identifies process subgroup boundaries, all internal and external customers, suppliers, and other factors. Establishes measurements criteria for all inputs and outputs, subgroups, and end products. Collects data required for measurements, selects media for collecting process data and determining its scope, and defines tools to measure business process efficiency and effectiveness.

Minimum/General Experience: 3 years in business process-engineering positions demonstrating the ability to successfully perform process engineering analysis. Experience includes improving delivery of service to customers through fundamentally rethinking and redesigning current business activities and processes to achieve dramatic improvements in cost, quality, timeliness and customer service. Experience with enterprise engineering, including the application and use of Integrated Definition (IDEF) methodology.

Minimum Education: Bachelor's degree in a business administration, related fields or equivalent.

Junior Business Process Engineer

Functional Responsibility: Works independently or participates in Business process Reengineering (BPR) projects.   Works with customer personnel for determination of business requirements and standards, process

owners, domain strategies, and measures of effectiveness for those strategies. Applies knowledge related to the business discipline, the specialized language of the subject matter, and business domain idiosyncrasies. Identifies process subgroup boundaries, all internal and external customers, suppliers, and other factors. Assists with establishment of measurement criteria for all inputs and outputs, subgroups, and end products. Collects data required for measurements, selects media for collecting process data and determining its scope, and defines tools to measure business process efficiency and effectiveness.

.   Minimum Education: Bachelor's degree in business administration, related fields or equivalent.

Systems Engineer/Analyst

Senior Systems Engineer/Analyst

Functional Responsibility: Leads and directs the engineering team in the development/design or assessment of multiple or more complex system/subsystem level engineering products or support services. Capable of addressing all system requirements, development, design, production, operation and support. Ensures all clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products.

Minimum/General Experience: 15 years in system related projects. Demonstrated broad leadership skills for planning, organizing, leading, and controlling the cost and performance of a project. Experience in providing multi-discipline technical support in or performing system requirements analysis, system/platform interoperability, feasibility analysis, technology/conceptual design alternatives analysis, design to ownership, system architectures, system/equipment design, system integration, reverse engineering, risk analysis/mitigation, specification preparation/review, independent verification and validation, and development of System Engineering Management Planning documents.

Minimum Education: Bachelor's degree in an engineering discipline or equivalent.

Systems Engineer/Analyst

Functional Responsibility: Leads and direct the engineering team in the development/design or assessment of single or less complex system/subsystem level engineering products or support services. Capable of addressing most system requirements, development, design, production, operation and support. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products. Ability to work independently.

Minimum/General Experience: 7 years in system related projects. Demonstrated leadership skills for planning, organizing, leading, and controlling the cost and performance of a project. Experience in providing multi-discipline technical support in or performing any combination of the following areas: systems requirements analysis, system/platform interoperability, feasibility analysis, technology/conceptual design alternatives analysis, design to ownership, system architectures, system/equipment design, system integration, reverse engineering, risk analysis/mitigation, specification preparation/review, independent verification and validation, and development of System Engineering Management Planning documents.

Minimum Education: Bachelor's degree in an engineering discipline or equivalent.

Junior Systems Engineer/Analyst

Functional Responsibility: Participates in development/design or assessment of system/subsystem level engineering products or support services. Capable of addressing some system requirements, development, design, production, operation and support. Ability to work independently.

Minimum Education: Bachelor's degree in an engineering discipline or equivalent.

Electrical/Electronic Engineer

Senior Electrical/Electronic Engineer

Functional Responsibility: Leads and directs the engineering team in the development/design or assessment of complex Electrical/Electronic system/subsystem level engineering products or support services. Capable of addressing all system requirements, development, design, production, operation and support. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products.

Minimum/General Experience: 10 years in Electrical/Electronic related projects. Demonstrated broad leadership skills for planning, organizing, leading, and controlling the cost and performance of a project. Experience in Electrical/Electronic engineering or performing any combination of the following areas: system requirements analysis, system/platform interoperability, feasibility analysis, technology/conceptual design alternatives analysis, design to ownership, system architectures, system/equipment design, system integration, reverse engineering, risk analysis/mitigation, specification preparation/review, independent verification and validation, and development of System Engineering Management Planning documents.

Minimum Education: Bachelor's degree in an Electrical/Electronic engineering discipline or equivalent.

Electrical/Electronic Engineer

Functional Responsibility: Works independently or leads and engineering team in the development/design or assessment of Electrical/Electronic system/subsystem level engineering products or support services. Capable of addressing most system requirements, development, design, production, operation and support. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products. Ability to work independently.

Minimum/General Experience: 3 years in Electrical/Electronic related projects. Demonstrated broad leadership skills for planning, organizing, leading, and controlling the cost and performance of a project. Experience in Electrical/Electronic engineering or performing any combination of the following areas: system requirements analysis, system platform interoperability, feasibility analysis, technology/conceptual design alternatives, analysis, design to ownership, system architectures, system/equipment design, system integration, reverse engineering, risk analysis/mitigation, specification preparation/review, independent verification and validation, and development of System Engineering Management Planning documents.

Minimum Education: Bachelor's degree in Electrical/Electronic engineering discipline or equivalent.

Junior Electrical/Electronic Engineer

Functional Responsibility: Participates in development/design or assessment of Electrical/Electronic system/subsystem level engineering products or support services. Capable of addressing some elements of system requirements. development, design, production, operation and support. Receives training and specific guidance and supervision from a senior staff member.
Minimum Education: Bachelor's degree in an Electrical/Electronic engineering discipline or equivalent.

Subject Matter Expert/Consultant

Functional Responsibility: Provides high-level technical expertise in specific engineering disciplines, products, applications or processes. Develops design criteria and/or provides technical advice on the design, production, or modification of new products, concepts, and projects. May direct the design, development, and/or modification of products, applications, or processes. Work requires high degree of creative ability.

Minimum/General Experience: 10 years of experience associate with a specific subject matter incidental to the project, system, or engineering activities to be performed under a task order.

Minimum Education: Bachelor's degree in the appropriate discipline, specific training and experience in the subject matter area.

Test/Certification Engineer

Senior Test/Certification Engineer

Functional Responsibility: Leads and direct the engineering team in the test and certification or assessment of complex system/subsystem elements. Capable of addressing all elements of system testing, evaluation and certification including validation of requirements, development of test strategies, programs and plans, data collection and evaluation, test safety and integrity, preparation of test reports and recommendations for system certification, correction or improvements based on test results. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products.

Minimum/General Experience: 10 years in Test and Evaluation/Certification related projects. Demonstrated broad leadership skills for planning, organizing, leading, and controlling the cost and performance of a test project. Experience as group lead in Test and Certification engineering or performing any combination of the following areas: developing, planning and conducting test/certification programs, direct and conduct test/certification activities, analyzing results, evaluating test/certification process, preparing reports and making recommendations.

Minimum Education: Bachelor's degree in an appropriate engineering discipline or equivalent.

Test/Certification Engineer

Functional Responsibility: Works independently or leads and engineering team in the test and certification or assessment of system/subsystem elements. Capable of addressing most elements of system testing, evaluation and certification including validation of requirements, development of test strategies, programs and plans, data collection and evaluation, test safety and integrity, preparation of test reports and recommendations for system certification, correction or improvements based on test results. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products.

Minimum/General Experience: 3 years in Test and Evaluation/Certification related projects. Experience in Test and Certification engineering or performing any combination of the following areas: developing, planning and conducting test/certification programs, developing test/certification procedures, data collection requirements/procedures, direct and conduct test/certification activities, analyzing results, evaluation test/certification process, preparing reports and making recommendations.

Minimum Education: Bachelor's degree in an appropriate engineering discipline or equivalent.

Junior Test/Certification Engineer

Functional Responsibility: Participates in the test and certification or assessment of system/subsystem elements. Capable of addressing some elements of system testing, evaluation and certification including validation of requirements, development of test strategies, programs and plans, data collection and evaluation, test safety and integrity, preparation of test reports and recommendations for system certification, correction or improvements based on test results.

Minimum Educations: Bachelor's degree in an appropriate engineering discipline or equivalent.

Technician

Senior Technician

Functional Responsibility: Leads and directs a technical team to assemble/manufacture, install, operate, maintain or repair highly complex mechanical, electronic or integrated systems. Applies working technical knowledge to perform routine or complex tasks in maintaining and repairing equipment. Performs test/calibration procedures, observes results, and records information for evaluation. Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically cannot be solved solely by interpreting manufacturers' manuals or similar documents).

Minimum/General Experience: 15 years assembling and manufacturing, installing, operating and/or maintaining electronic, electro-mechanical, and/or mechanical systems, subsystems and components along with associated software and data/communication networks. Demonstrated ability to work independently on highly complex tasks, supervise other technicians, and manage a major task effort. Ability to work directly with the customer and to report progress and issues.

Minimum Education: High School (or GED equivalent) with military training or technical trade school certification:

Technician

Functional Responsibility: Works independently or as part of a technical team to assemble/manufacture, install, operate, maintain or repair highly complex mechanical, electronic or integrated systems. Applies working technical knowledge to perform routine or complex tasks in maintaining and repairing equipment. Performs activities such as manufacturing and assembling components, wiring circuits, and taking test measurements. Performs preventative and corrective maintenance. Performs test/calibration procedures, observes results, and records information for evaluation.

Minimum/General Experience: 8 years assembling/manufacturing, installing, operating and/or maintaining electronic, electro-mechanical, and/or mechanical systems, subsystems and components along with associated software and data/communication networks. Demonstrated ability to work independently, or as a team member. Ability to report directly to the customer covering progress and technical issues.

Minimum Education: High School (or GED equivalent) with military training or technical trade school certification.

Junior Technician

Functional Responsibility: Works under supervision to assemble/manufacture, install, operate, maintain or repair complex mechanical, electronic or integrated systems. Performs routine tasks in maintaining and repairing equipment. Performs activities suck as manufacturing and assembling components, wiring circuits, and taking test measurements. Performs preventative and corrective maintenance.

Minimum Education: High School (or GED equivalent) with military training or technical trade school certification.

Program/Project Analyst

Senior Program/Project Analyst

Functional Responsibility: Directs or independently performs complex program analysis. Works with senior customer personnel on high-order program/project planning, analysis of acquisition strategies, assessment of turnkey development/production concepts, and buy-build cost trade-off analysis. Provides management and analysis services to identify areas for program process improvements. Provides guidance in the development of program/project management and acquisition support products by task personnel. Performs analysis of program goals, mission objectives, and schedule and cost performance. Identifies program/project problem areas and recommends appropriate programmatic actions.

Minimum/General Experience: 10 years progressive experience demonstrating the ability to perform high level analysis and lead specialized projects initiatives.   Experience will include many of the following: program/project strategic planning, acquisition program policies/procedures and documentation, program/project planning and management, program execution and coordination, program budget/POM analysis and development, and life cycle planning.

Minimum Education: Bachelor's degree in an appropriate management, business or engineering discipline.

Program/Project Analyst

Functional Responsibility: Provides program/project plans, management/execution and analysis services, and prepares program/project management and acquisition support products. Performs analysis of program goals, mission objective, and schedule and cost performance. Identifies program/project problem areas and provides recommendations or resolution action. Develops work breakdown structures, management plans, and business case studies.

Minimum/General Experience: 6 years progressive experience in analyst positions involving program/project strategic planning, acquisition program policies/procedures and documentation, program/project planning and management, programs execution and coordination, program budget/POM analysis and development, and/or life cycle planning.

Minimum Education: Bachelor's degree in an appropriate management, business or engineering discipline.

Junior Program/Project Analyst

Functional Responsibility: As part of a task tem provides program/project planning, management/execution and analysis services, and prepares program management and acquisition support products. Performs analysis of program goals, mission objectives, and schedule and cost performance. Identifies program/project problem areas and provides recommendations for resolution action. Develops work breakdown structures, management plans and business case studies.

Minimum Education: Bachelor's degree in an appropriate management, business or engineering discipline.

Logistics Engineer/Analyst

Senior Logistics Engineer/Analyst

Functional Responsibility: Provides leadership to other logistics engineers in all phases and elements of Integrated logistics Support (ILS). Performs contract and task management and works directly with the customers to deliver quality products on time and within budget. Recognizes early indications of and implements corrective action on unanticipated logistics issues. Writes and reviews technical reports for clarity, completeness, objectively and relevance to the customer's needs and requirements.

Minimum/General Experience: 10 years of logistical engineering experience in progressively complex tasks encompassing all elements of logistics support.   Demonstrated leadership skills in planning, leading and controlling cost and schedules of complex projects. Demonstrated ability to work directly with customers. Experienced in both managerial and technical aspects of contract or task performance from initial organization to delivery of the final product/

Minimum Education: Bachelor's degree in engineering, business, logistics management or related fields, or a Certified Logistician.

Logistics Engineer/Analyst

Functional Responsibilty: Performs all phases and elements of Integrated Logistics Support (ILS). Works directly with the customer to deliver quality products on time. Recognizes indications of and implements corrective

action on unanticipated logistical issues. Writes technical reports that are clear, complete, objective and relevant to the customer's needs and requirements.

Minimum/General Experience: 3 years in progressively complex tasks encompassing all elements of logistics. Demonstrated skills in planning, leading and controlling schedules of complex projects. Demonstrated ability ot work directly with customers.

Minimum Education: Bachelor's degree in engineering, business. Logistics management or related field, or a Certified Logistician.

Junior Logistics Engineer/Analyst

Functional Responsibility: Under supervision, performs all phases and elements of Integrated Logistics Support (ILS). Writes technical reports that are clears, complete, objective and relevance to the customer's needs and requirements.

Minimum Education: Bachelor's degree in engineering, business, logistics management or related field, or a Certified Logistician.

Training Specialist/Analyst

Senior Training Specialist/Analyst

Functional Responsibility: Supervises training specialists in the development of training products and providing training services, including training course/curricula design and definition, and authoring, media digitization, and graphics implementation of training products. Assesses training program requirements, and develops training program management plans to support acquisition and life cycle support requirements. Monitors training program schedules, develop recommendations for corrective action, and resolves emergent training problems. Provides technical input to customer technical and management reviews. Develops content for contract technical packages (Statement of Work (SOW) specifications).

Minimum/General Experience: 10 years managing and developing computer-based and/or multimedia training products. Experience in planning, implementation, management and execution of training programs. Experience in instructional design or course instruction with knowledge of digital video, CD-ROM and network delivery techniques as well as traditional techniques.

Minimum Education: Bachelor's degree in engineering, computer science, instructional technology, or education, or an Associates degree in a related field with instructional technology certification and four additional years of experience.

Training Specialist/Analyst

Functional Responsibly: Independently or as part of a task team, develops training products and provides training services, including training course/curricula design, and authoring, media digitization, and graphics implementation of training products. Defines curricula and creates course content materials such as teacher's guides, grading schemes, student handouts, laboratory exercise, tests, and audiovisual presentation materials. Sets up and conducts class, solicits student feedback, and reports on student performance. Performs assessments and develops input to training program management plans, monitors training programs and develops remedial action.

Minimum/General Experience: 3 years developing computer-based and/or multimedia training products or in the delivery of training curricula. Experience in instructional design or course instruction with knowledge of digital video, CD-ROM and network delivery techniques.

Minimum Education: Bachelor's degree in technical field, computer science, instructional technology, or education, or an Associates degree in a related field with instructional technology certification and four additional years of experience.

Junior Training Specialist/Analyst

Functional Responsibility: As part of a task team, develops training products and provides training services, including training course/curricula design, and authoring, media digitization, and graphics implementation of training products. Defines curricula and creates course content/materials such as teacher's guides. Grading schemes, student handouts, laboratory exercise, test, and audiovisual presentation materials. Sets up and conducts class, solicits student feedback, and reports on student performance. Performs assessments and develops input to training program management plans, monitors training programs and develops remedial action.

Minimum Education: Bachelor's degree in technical field, computer science, instructional technology, or education, or an Associates degree in a related field with instructional technology certification and four additional years of experience.

Configuration Management Specialist

Senior Configuration Management Specialist

Functional Responsibility: Supervises technical personnel in development of configuration control products and for providing requisite support services. Provides technical/administrating expertise for planning and implementing purposed changes to system, equipment and hardware configuration items: develops and/or reviews configuration management plans, technical documentation, specifications or planning/management or logistics data. Supports development or review of engineering change proposals; provides technical support to customer configuration control boards; and participates in technical review and functional and physical configuration audits. Develops and review content for contract technical packages (SOW, CDRL, specifications).

Minimum/General Experience: 10 years of experience in configuration management and configuration control associated with development, acquisition, deployment and life cycle phases of systems and platforms. Experience includes preparation of planning documents, using automated database, and reporting. In-depth understanding of administrative and technical functions related to configuration management of electronic or mechanical hardware, and/or computer programs configuration management and control processes.

Minimum Education: Bachelor's degree or equivalent.

Configuration Management Specialist

Functional Responsibility: As part of a task team, performs technical and administrating functions associated with planning and supporting the implementation of proposed changes to systems, equipment and hardware configuration items; develops and reviews configuration management plans, technical documentation, specifications or planning/management or logistics data. Supports the development or review of engineering change proposals. Provides technical support to customer configuration control boards; and participates in technical reviews and functional and physical configuration audits. Develops inputs for contract technical packages.

Minimum/General Experience: 5 years of configuration management and configuration control associated with development, acquisition, deployment and life cycle phases of systems and platforms. Experience includes preparations of planning documents, using automated databases and reporting. In-depth understanding of administrative and technical functions related to configuration management of systems, electronic or mechanical hardware, and/or software configuration management and control processes.

Minimum Education: Bachelor's degree or equivalent.

Junior Configuration Management Specialist

Functional Responsibility: As part of as task team, performs technical and administrative functions associate with planning and supporting the implementation of proposed changes to systems, equipment and hardware configuration items; helps to develop and review configuration management plans, technical documentation, specifications or planning and management of logistics data. Supports the development or review fo engineering change proposals. Helps to provide technical support to customer configuration control boards; and participates in technical review and functional and physical configuration audits. Helps to develop inputs for contract technical packages.

Minimum Education: Bachelor's degree or equivalent.

Group Facilitation Specialist

Requires 5 years facilitation experience in providing direct interface with customer to determine desired group outcomes and suggests strategies to meet them. Plans and facilitates organization and team meetings to support team building, strategic planning, group problem solving, and related activities. Uses survey instruments and customer assessment tools to collect appropriate data, analyzes the data, and provides formal feedback on the achievements of the group.

Minimum Education: Bachelor's degree in organizational psychology, communications, education, business, engineering or science.

Network Engineer

Senior Network Engineer

Requires 10 years experience providing complex computer Information Systems support services. Support includes, but is not limited to, network management, hardware and software upgrade integration and planning and maintenance of the Information System hardware and software. Must be Novell Certified in Network Engineering.

Network Engineer

Requires 6 years of experience providing lead support of computer Information Systems support services. Support includes, but is not limited to, network management, hardware and software upgrade integration and planning and maintenance of the Information System hardware and software. Must be working toward receiving Novell Certification in Network Engineering.

Junior Network Engineer

Require 3 years of experience providing computer Information Systems supports services. Support includes, but is not limited to, network management, hardware and software upgrade integration and planning and maintenance in the Information Systems hardware and software. Must be working toward receiving Novell Certification in Network Engineering.

Software Engineer

Senior Software Engineer

Requires 5 years of experience providing computer programming , analyses and design as well as designing software and implanting databases. Applies broad knowledge of concepts, practices, and procedures. Demonstrates effective writing and oral communication skills, supervises software engineers. Writes specifications, work statements and designs and develops software documentation.

Minimum Education: Bachelor's degree or equivalent.

<u>Software Engineer</u>

Requires 3 years of experience proving computer programming, analyses and design as well as designing software and implementing databases. Applies broad knowledge of concepts, practices, and procedures. Demonstrates effective writing and oral communication skills; supervises junior software engineers. Writes specifications, work statements and designs and develops software documentation.
Minimum Educations: Bachelor's degree or equivalent.

<u>Junior Software Engineer</u>

Requires 1-year experience proving computer programming and analyses. Applies working knowledge of concepts, practices, and procedures. Demonstrates effective writing and oral communication skills. Develops software documentation.
Minimum Education: High school diploma (or equivalent).

Documentation Specialist

<u>Senior Documentation Specialist</u>

Requires 6 years experience providing technical manual documentation as well as systems level manuals, equipment manuals and technical repair standards. Possess ability to determine when compliance is achieved. Demonstrates supervisory skills with regard to junior technical documentation specialists.
Minimum Education: Associates degree (or equivalent) with emphasis on journalism or English, or closely related field.

<u>Documentation Specialist</u>

Requires 4 years experience proving technical manual documentation as well as systems level manuals, equipment manuals and technical repair standards. Possesses ability to determine when compliance is achieved. Demonstrates supervisory skills with regard to junior technical documentation specialists.
Minimum Education: High school diploma

<u>Junior Documentation Specialist</u>

Requires 1 year experience providing technical manual documentation. Has ability to follow technical directions and work within tight schedule constraints. Has excellent writing and English skills.
Minimum Education: High school diploma

Designer

<u>Senior Designer</u>

Must have 5 years experience related to engineering systems and demonstrated working knowledge of typical customer requirements. Demonstrated capability to supervise a team of designers and draftspersons, and proficiency on latest AutoCAD release software program. Effectively communicates orally and in writing as well as supervises others, as required.
Minimum Education: Certificate from accredited technical school.

Designer

Must have 2 years experience related to engineering systems and demonstrated working knowledge of typical customer requirement. Demonstrated capability to supervise up to 3 draftspersons and proficiency on latest AutoCAD release software program. Effectively communicates orally and in writing.
Minimum Education: Certificate from accredited technical school.

Graphic Artist/Illustrator

Senior Graphic Artist/Illustrator

10 years experience constructing graphs, charts, schematics, engineering illustrations, and presentation materials. Works independently or provides supervision to mid and junior level personnel. Demonstrated capability to simplify technical information from drawings and rough sketches so technical or non-technical personnel can understand it. Demonstrated knowledge of state-of-the-art computer graphics software.
Minimum Educations: Certificate from accredited technical school or equivalent experience.

Graphic Artist/Illustrator

Requires 3 years experience constructing graphs, charts, schematics, engineering illustrations, and presentation materials. Demonstrated capability to simplify technical information from drawing and rough sketches so technical or non-technical personnel can understand it. Demonstrated knowledge of state-of-the-art computer graphics software.
Minimum Education: Certificate from accredited technical school or equivalent experience.

Junior Graphic Artist/Illustrator

Requires capability to simplify technical information from drawings and rough sketches. Knowledge of state-of-the-art computer graphics software.
Minimum Education: Certificate from accredited technical school or equivalent experience.

Administrative Assistant

Senior Administrative Assistant

Must have 8 years of experience in preparing technical literature. Provides management with contract cost analyses, program cost tracking, and proposal preparation. Demonstrates effective writing and oral communication skills. Provides supervision to administrative and clerical personnel in daily office activities.
Minimum Education: Associates degree (or equivalent) in business, finance administration and other closely related fields.

Administrative Assistant

Must have 5 years of experience in preparing technical literature. Provides management with contract cost analyses, program cost tracking, and proposal preparations. Demonstrates effective writing and oral communications skills.
Minimum Education: High school diploma and college business/finance courses.

Junior Administrative Assistant

Must have 1 year of experience in preparing technical literature under the direction of Senior Administrative Assistant, provides management with contract cost analyses, program cost tracking, and proposal preparation. Demonstrates effective writing and oral communication skills.
Minimum Education: High School diploma.

Clerical

Senior Clerical

Must have 4 years experience providing general office support to all levels of management and personnel. Must have working knowledge of phone systems, duplication equipment and other office equipment. Must develop and retain materials inventory, perform timecard distribution and provide general assistance in personnel issues. Demonstrate effective writing and oral communication skills.
Minimum Education: High School diploma

Clerical

Must have2 years of experience providing general office support. Must have working knowledge of phone systems, duplication equipment and other office equipment. Working knowledge of standard office software programs. Demonstrates effective writing and oral communications skills.
Minimum Educations: High School diploma

Junior Clerical

Demonstrates effective writing and oral communications skills.
Minimum Education: High School diploma.

C4ISR LABOR CATEGORIES

C4ISR projects require engineer and subject matter experts with specific technical and operational education and experience in complex system in the areas of command and control, communications, computers, surveillance and reconnaissance. A critical part of that work involves the interconnections and interactions between all of those systems in an integrated environment supporting operational requirements inherent in network centric warfare.

People with the required education and experience to support C4ISR are at the higher end of the salary scale for several reasons. The highly complex world of C4ISR and the rapid changing technologies dictate that highly skilled and knowledgeable people are in shirt supply and great demand. This condition exits in all aspects of the C4ISR environment and the conditions of the market place demand that these people receive high compensation to maintain the corporate capability our customers demand. On the other hand, it would be unfair to customers who are supported by core labor categories to pay a premium for their support, this the two categories differentiated by labor rates as well as education and experience.

Core labor categories and C4ISR labor categories doe not correspond to each other, primarily as a result of the different experience requirements between the two areas. While the years of experience between similar

categories such as Program Manager are similar (e.g. 15 years), the nature of their experience is greatly different, and therefore, the labor categories are not identical. To ensure that the correct combination of education and

experience are provided to our customers, the differentiation between core labor categories and C4ISR labor categories, based on specific experience is necessary.

C4ISR Program Manager

Functional Responsibility: Leads and directs C4ISR program management activities. Manages multiple programs/projects, commits company resources, and serves as primary interface with customer leadership for single, complex projects with multiples tasks. Provides technical and administrative program management. Plans, directs, and coordinates multiple program technical activities to ensure most effective use of company resources to meet cost, schedule and performance objective of all programs. Manages multiple program administrative activities to ensure that company performance is in accordance with contract terms and conditions.

Minimum/General Experience: 15 years in planning, directing, coordinating and performing the work activities of technical and management personnel involving all aspects of complex projects in the areas of command and control, communications, computers, surveillance and reconnaissance, including at least 3 years of managing large, complex programs. Specific technical and operational education experience in work that involves the interconnections and interactions between all of those systems in an integrated environment supporting operational requirements inherent in network centric warfare.

Minimum Education: Bachelor's Degree in an engineering discipline or equivalent work experience. Ph.D. degree reduces minimum experience to 8 years, and Masters degree to 12 years.

C4ISR Systems Engineer

Functional Responsibility: Work independently or leads the engineering team in the development/design or assessment of multiple or more complex C4ISR system/subsystem level engineering products or support services. Capable of addressing system requirements, development, design, production, operation and support. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products.

Minimum/General Experience: 15 years in C4ISR related projects. Demonstrated broad leadership skills for planning, organizing, leading, and controlling the cost and performance of a project. Experience in complex projects in the areas of command and control, communications, computers, surveillance and reconnaissance. Experience includes, C4ISR engineering and performing system requirements analysis, system/platform interoperability, feasibility analysis, technology/conceptual design alternatives analysis, design to ownership, system architectures, system/equipment design, system integration, reverse engineering, risk analysis/mitigation, specification preparation/review, independent verification and validation, and development of System Engineering Management Planning documents.

Minimum Education: Bachelor's degree in an engineering discipline or equivalent. Ph.D. degree reduces minimum experience to 8 years, and Masters degree to 12 years.

C4ISR Principal Engineer

Functional Responsibility: Works independently or leads and engineering team in the development/design or assessment of C4ISR system/subsystem level engineering products or support services. Capable of addressing system/subsystem requirements, development, design, production, operations and support. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products. Ability ot work independently. Trains and directs mid and junior level personnel.

Minimum/General Experience: 10 years in C4ISR related projects. Demonstrated team leadership skills for planning, organizing, leading, and controlling the cost and performance of a project. Experience in command, control, communications, computing, intelligence surveillance and reconnaissance. Experience includes, C4ISR engineering through performing any of the following: system requirements analysis, system/platform interoperability, feasibility analysis, technology/conceptual design alternative analysis, design to ownership, system

architectures, system/equipment design, system integration, reverse engineering, risk analysis/mitigation, specification, preparation/review, independent verification and validation, test and evaluation, and operational systems engineering support.

Minimum Education: Bachelor's degree in an engineering discipline or equivalent experience.

C4ISR Facilities Manager

Functional Responsibility: Leads a technical team that assembles, installs, operates, and maintains C4ISR integrated systems and subsystems. Manages all aspects of site operations and maintenance, and schedules and coordinates facility/equipment usage. Applies working technical knowledge to perform routine or complex tasks in maintaining and repairing equipment. Performs test/calibration procedures, observes results, and records information for evaluation. Applies advanced technical knowledge to solve unusually complex problems. Supervises facility technicians in performing such activities as manufacturing and assembling components, siring circuits, performing maintenance and repairs and taking test measurements.

Minimum/General Experience: 15 years assembling and manufacturing, installing, operating and/or maintaining complex C4ISR systems, subsystems and components along with associated software and data/communication networks. Demonstrated ability to work independently on highly complex tasks in the areas of commence and control, communications, computers, surveillance and reconnaissance. Supervise other technicians, and manage a major task effort. Ability to work directly with the customer and to report progress and issues.

Minimum Education: High School 9 or GED equivalent with military training or a technical trade school certification.

C4ISR Project Manager

Functional Responsibility: Leads and directs multiple C4ISR engineering projects. Provides technical and administrative oversight of project management. Plans, directs, and coordinates multiple project technical activities to ensure that goals and objective are accomplished in accordance with cost, schedule and performance objective and prescribed priorities.

Minimum/General Experience: 15 years in planning, directing, and coordinating the work activities of technical and management personnel involving all aspects of complex projects in the areas of command and control, communications, computers, surveillance and reconnaissance. Specific technical and operational education and experience in work that involves the interconnections and interactions between all of those systems in an integrated environment supporting operational requirements inherent in network centric warfare.

Minimum Education: Bachelor's degree in a technical, business, or engineering discipline or equivalent work experience.

C4ISR Senior Network Engineer

Functional Responsibilty: Works independently or leads a C4ISR information systems engineering team in network management, hardware and software upgrade integration and planning and maintenance of the Information System hardware and software systems. Capable of addressing system requirements, development, design, production, operation and support. Ensures a clear understanding of customer requirements and

formulates and manages a plan to obtain timely and quality products.   Trains and direct senior and mid level personnel.

Minimum/General Experience: 10 years in information systems and 7 years in C4ISR related complex projects in the areas of command and control, communications, computers, surveillance and reconnaissance. Demonstrated skills for planning, organizing, leading, and controlling the cost and performance of a project. Experience in network requirements analysis, feasibility analysis, design alternatives analysis, systems

architectures, system integration, risk analysis/mitigation, specification preparation/review, independent verification and validation, and network operation and maintenance.

Minimum Education: Bachelor's degree in an engineering discipline, computer science or equivalent experience. Certified in Network Engineering by recognized sources; e.g., Novell.

C4ISR Senior Scientist

Functional Responsibilty: Works independently or leads a scientific team in applied research and development or assessment of communications and information systems theory and new technology. Directs advanced development projects incorporating new technology into C4ISR systems engineering products or support services.   Maintains up-to-date knowledge of scientific fields relevant to C4ISR, and stays abreast of latest technology applications worldwide.

Minimum/General Experience: 15 years in C4ISR research and development. Demonstrated leadership skills for planning, organizing, leading, and controlling scientific research and development for complex project in the areas of command and control, communications, computers, surveillance and reconnaissance.

Minimum Education: Graduate degree in a physical science or engineering discipline. Ph.D. degree reduces minimum experience to 10 years.

C4ISR Senior Software Engineer

Functional Responsibility: Works independently or leads the software engineering team in the design, development, test and maintenance of complex C4ISR software products or support services.   Capable of addressing all system requirements, specifications development, design, coding, testing, IV & V production, operation and support. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products.

Minimum/General Experience: 10 years in computer science related projects.   Demonstrated broad leadership skills for planning, organizing, leading, and controlling the cost/technical/schedule activities for complex projects in the areas of command and control, communications, computers, surveillance and reconnaissance.
Experience in complex computer programming including: system requirements analysis, feasibility analysis, conceptual design alternatives analysis, risk analysis/mitigation, specification preparation/review. Coding, documentation, independent verification and validation, and software maintenance.

Minimum Education: Bachelor's degree in Electrical/Electronic engineering discipline or equivalent.

C4ISR Senior System Analyst

Functional Responsibility: Works independently or leads a technical team in the analysis or assessment of complex C4ISR systems, including equipment, logistics support, human/machine interfaces and documentation. Addresses system requirements, systems integration, development, test, operation and life cycle support. Ensures a clear understanding of customer requirements and formulates and manages a plan to obtain timely and quality products.

Minimum/General Experience: 10 years in C4ISR related projects.   Demonstrated leadership skills for planning, organizing, leading, and controlling the cost and performance for complex projects in the areas of

command and control, communications, computers, surveillance and reconnaissance. Experience performing system requirements analysis, system interoperability, feasibility analysis, technology/conceptual design alternatives analysis, system integration , risk analysis/mitigation, logistics analysis, operations analysis, and life cycle support process analysis.

Minimum Education: Bachelor's degree in an engineering discipline or equivalent. Ph.D. degree reduces minimum experience to 8 years, and Masters degree to 12 years.

C4ISR Data Management Specialist

Functional Responsibility: Works independently or supervises technical personnel in development, application and maintenance of C4ISR data management products and services. Provides technical/administrative expertise for planning and implementing data management systems as well as proposed changes to systems, equipment and software. Develops and/or review overall data requirements for complex projects, develops data management plans, processes and controls for all formats of required data. Supports development and/or review of engineering change proposals; provides technical support to customers; and participates in technical review and functional and physical configuration audits. Develops and/or review contract data requirements.

Minimum/General Experience: Ten years of experience in data management and associated with development, acquisition. Deployment and life cycle phases of C4ISR systems and platforms and complex projects in the areas of command and control, communications, computers, surveillance and reconnaissance.
Experience includes preparation of plans and procedures, use of automated databases, and reporting.

Minimum Education: Associates degree (or equivalent) in business or technology.

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